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Comic-Con light on drama

No big casting revelations at one of the year's biggest comic-book conventions

PAGE 11

Despite truce pledges, attacks go on

Israel, Hamas blame each other for scuttling ceasefire efforts

PAGE 8

NEWS WORTH SHARING:



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FEMINIST ICON'S NAMESAKE AWARD REPLACED BY THE PM'S VOLUNTEER AWARD

PAGE 7



TALKING TIGERS

Michelle Chu, 9, and her brother Jonathan, 7, stand just outside of the tiger pen at the Edmonton Valley Zoo. The zoo celebrated International Tiger Day Sunday, showcasing two of its Amur Tigers — Amba and Taiga. Read more on page 4. LEAH GERMAIN/METRO

Downtown a festival of LRT construction?

Valley Line. One-third of Churchill Square may be affected by rapid transit project



STEPHANIE DUBOIS
 stephanie.dubois@metronews.ca

Festivals calling Churchill Square home might have to consider a new location or face reduced space as the city starts talks on LRT construction.

The popular downtown square will be part of the Valley Line LRT construction, with parts of the square to be blocked off starting in summer of 2016, according to city officials.

"The best information we have is approximately a third of the square would be impacted so the festivals have a

couple of options and we're trying to work hand and glove with them," said Rob Smyth, branch manager of community and recreation facilities.

Details are limited at this time, as a construction company has yet to be chosen for the LRT project. But city officials have warned all of the major festivals that use the downtown square about the impact of the LRT project.

Terry Harris, co-chair of the Edmonton Pride Festival Society, says the festival will have to "make adjustments" by further discussing options like a relocation or new parade route with community members moving forward.

"The work that will be happening downtown is definitely going to cause a shift," he said.

Organizers with Taste of Edmonton agree that they, too, will need to get more details to avoid relocation.

"It is a possibility, but at this point, it's too early to say if we would," said general manager Paul Lucas.

The construction would affect the square during an 18-month span, and only be over one summer, said Smyth.

"We're trying to work with the festivals to see what the best solution really is," he added.

The city aims to open the Valley Line by the end of 2020.

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 IT'S BACK



St. Albert

Park and ride hits roadblock

St. Albert Mayor Nolan Crouse is ready to throw the brakes on a major park-and-ride facility if the province doesn't extend the facility's proposed lease.

The \$35-million proposed facility would have space for nearly 1,600 cars and 16 buses and is a possible future LRT station.

The province has agreed to fund two-thirds of the cost and lease St. Albert the land, which sits next to the Anthony Henday, just off Campbell Road.

Crouse said the province's current offer for a 10-year lease just doesn't make sense.

"A 10-year lease on a \$35-million project is not something that I am willing to support," he said. "You have two years to build it and then you have eight years to use it, that is absolutely ridiculous."

Crouse said the city was hoping for a 99-year lease for the property, but they would be willing to bend. However, 10 years is just too little. Crouse said the debate shows a real lack of interest from the province on the public transit file.

"It's really indicative that the province doesn't care about public transit as part of their mandate when it comes to transportation," he said.

Christine Way, a spokesperson for Transportation Minister Wayne Drysdale, said they plan to discuss the issue in an upcoming meeting.

Way wouldn't say if the province is willing to bend on the issue.

"We're always willing to listen to the concerns of our stakeholders."

RYAN TUMILTY/METRO



Acting Det. Michael Keef spoke with media Sunday after a string of thefts were reported to Edmonton police following a massive condo fire on the west side of the city. LEAH GERMAIN/METRO

First fire, now theft at Edmonton condo

South Hamptons. Residents report stolen items after building evacuated



LEAH GERMAIN
leah.germain@metronews.ca

Just one week after more than 400 people were displaced from a west Edmonton condo building because of a massive fire, residents are now reporting personal thefts from their homes.

As of Sunday, police said there were seven confirmed cases of theft reported by residents of the South Hamptons condo complex, which caught fire last Monday.

EPS Acting Det. Michael Keef said police believe that someone gained access to the building between July 21, when the building was initially evacuated, and July 27.

"Most of the items are small items that could be taken quickly and easily concealable," said Keef. "Things like iPods, jewelry, watches. Things that can be taken and moved without people noticing."

Keef said the police have not yet put a total monetary estimate on the stolen goods, but said there have been reports of individuals having items totaling up to \$45,000 in value stolen from the complex.

"When so many people are evacuating a building like that, anybody can go in without being noticed," he said. "There is a lot of chaos going on."

Dennis Begoray, a member of the condo board, said at least eight units were burglarized, including his own.

Begoray said he noticed missing items from his apartment when he was let into the

building for a 20-minute visit on Thursday.

"We were missing a couple small electronics," he said. "We're missing a couple iPods."

New security measures have been added to the condo site, said Begoray, adding guard dogs and more security staff will be supplied by Belfor Restoration Services.

"It's incredibly frustrating that the fire was caused by one individual's carelessness, but these acts of theft are even more frustrating — way more frustrating — because it is a deliberate act," he said.

1 NEWS



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City's Valley Zoo celebrates International Tiger Day

They're grrrrreat!
Event promotes conservation efforts to support world's tiger population



LEAH GERMAIN
leah.germain@metronews.ca

Tanner Lawton presses his nose against the viewing window and peers down at the 300-pound Amur Tiger, named Taiga, lounging on the other side of the glass. A gentle "grrrr" escapes his lips.

Along with an estimated 2,000 other visitors, Lawton

and his family took part in Edmonton Valley Zoo's first year celebrating International Tiger Day by checking out the zoo's pair of mighty felines.

Launched in 2010, International Tiger Day aims at promoting the species and raising awareness for conservation efforts around the world, said zoo events coordinator Lisa Federspiel.

Interpretation specialist Courtney Van Roijen said tigers, especially the Amur cats, have come a long way thanks to efforts to protect the species.

"If you look at the numbers in captivity, it's a lot higher because we've established breeding programs,"

Van Roijen said, noting there are currently 3,200 tigers in the wild. "That's probably the biggest reason why it's important to have tigers in the zoo."

Originally from the Amur region on the Russia-China border, the Valley Zoo's Amba, 5, and Taiga, 6, were brought to the facility as cubs and hand-raised by zookeepers.

"They are actually half-siblings — they have the same fathers, but different mothers," Van Roijen said.

While the females are non-breeding animals, Van Roijen said they could be used in the future for the preservation of the species if needed.



Tanner Lawton, 1, gives a tiger pelt a pet Sunday at the Edmonton Valley Zoo as part of International Tiger Day celebrations. LEAH GERMAIN/METRO

First annual Not Enough Fest amping up the music scene



Mel MacDonald and Matthew Kolind plan to create music for the city's first Not Enough Fest. LUCY HAINES/FOR METRO

No instrument? No experience? No problem.

A gear drive Sunday for the first local Not Enough Fest hopes to match up interested women, queer, trans and genderqueer people with donated instruments, amps, mikes, stands and even picks.

The gear will be used by anyone wanting to make music at the one-day event this winter.

Organizer Jenna Turner said a couple of mingling events and some 500 Facebook likes for Not Enough Fest YEG have already prompted over 30 people to sign up. "We're hoping for a full-day festival with eight to 10 bands," she said.

"We know there are more people out there who want to see a more diverse, inclusive local music scene, so once

we get the gear (donated or on loan), we'll have fall workshops and skill-share events where people can learn a little singing or basic guitar."

Aspiring musician Matthew Kolind said he's got his eye on a Kaossilator, a portable synthesizer that produces a continuous music loop, for his dream of "playing around electronically" at the festival.

"It's important that we all

have a safe space to play — to let our voices shine," added Mel MacDonald, who already plays in a local band and came to the gear drive looking for drums, a guitar and straps.

"For lots of people who haven't been in the scene and might feel like underdogs or outsiders, this is a great first step to making those connections."

LUCY HAINES/FOR METRO

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Ukrainian, pro-Russian forces fight over site

Ongoing hostilities.

Ukrainian military attempts to wrest control of crash location of Malaysian aircraft from pro-Russian supporters

Quoted

"The option would be such a provocation to the separatists that it could destabilize the situation."

Netherlands Prime Minister Mark Rutte

Ukrainian armed forces mounted an onslaught against pro-Russian separatist fighters Sunday in an attempt to gain control over the area where a Malaysia Airlines plane was downed earlier this month.

The U.S. State Department, meanwhile, released satellite images that it says back up claims that rockets were fired from Russia into

eastern Ukraine

A four-page document released by the State Department seems to show blast marks from where rockets were launched and craters where they landed. Officials said the images, sourced from the U.S. Director of National Intelligence, show heavy weapons fired between July 21 and July 26 — after the July 17

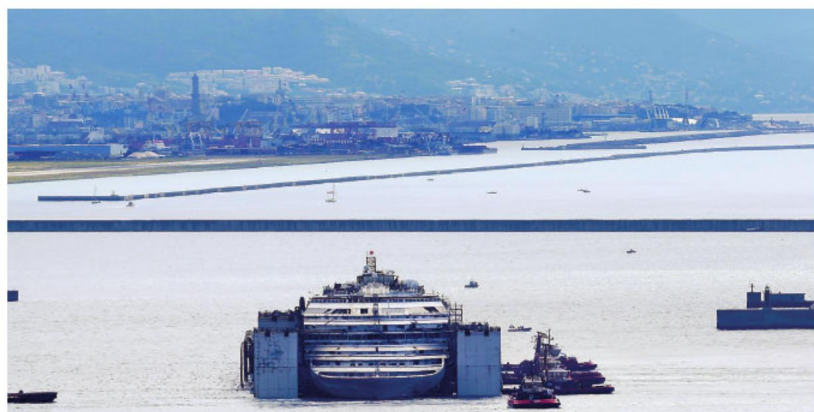
downing of Malaysia Airlines Flight 17.

Escalating unrest in eastern Ukraine has prompted a contingent of Dutch and Australian police officers to postpone an excursion to the site to search for evidence and any remaining bodies.

With no way to secure the crash site, Netherlands Prime Minister Mark Rutte said his government will not deploy armed troops without a way to achieve "military superiority."

"The option we looked at was a military option in which you could secure the area," Rutte said. "(This) option would be such a provocation to the separatists that it could destabilize the situation."

THE ASSOCIATED PRESS



Tugboats tow cruise ship back to harbour

The wreck of the Costa Concordia cruise ship was towed back to the Italian port of Genoa on Sunday. The luxury liner struck a reef when the ship's captain sailed too close to Giglio Island near Tuscany's coast in January 2012. ANTONIO CALANNI/THE ASSOCIATED PRESS

UN recovers black boxes. Malian authorities to deliver them to France

Black boxes from the Air Algerie plane that crashed in northern Mali last week will be transferred to France for analysis, the French embassy in Mali said Sunday.

UN peacekeepers located the second black box on Saturday amid the wreckage of the plane that took off from Ouagadougou, Burkina Faso, towards Algiers, Algeria when it crashed early Thursday in

northern Mali.

The crash killed 118 people, 54 of whom were French.

"The two black boxes from the plane will be transferred from Gao to Bamako and then the Malian authorities will give them to French gendarmes experts so they can be taken to Paris," said Didier Nourisson, a French embassy spokesman.

French authorities say ex-

treme bad weather was the likely cause of the crash but aren't ruling out other possibilities.

French President Francois Hollande said Saturday that he wants the remains of all passengers of the Air Algerie plane to be brought to France. He also said data from the two black boxes must be analyzed as quickly as possible.

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First responders seek better aid for PTSD

Mental health. Police, fire and ambulance personnel facing high rate of post-traumatic stress disorder

Alex Forrest clearly remembers what happened to a fellow firefighter who was traumatized by the deaths of two captains in

a house fire

It was two months after the Winnipeg blaze in 2007 that killed Tom Nichols and Harold Lessard, and Forrest knew his colleague was having a hard time coping.

"I checked up on him and he had killed himself in a garage, and he was holding the pamphlet from the memorial," Forrest, head of the Winnipeg firefighters union, recalled.

Forrest is one of many emergency responders across the country, including police officers and ambulance crews, who are fighting for better treatment for post-traumatic stress disorder, or PTSD.

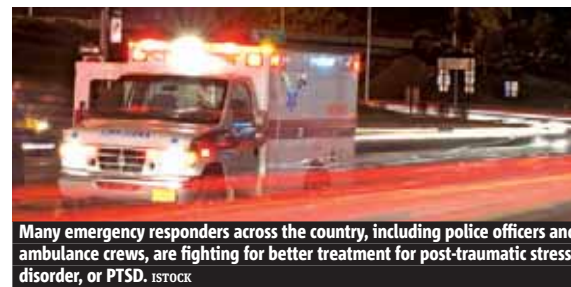
He says the condition has been around a long time but people are more willing to talk about the issue now.

Vince Savoia is a former paramedic and advocate who

set up the Tema Conter Memorial Trust Fund in honour of a young woman killed in Toronto in 1988. He said there have been at least 15 suicides by first responders across Canada since April 28.

Savoia and Forrest say that PTSD can manifest itself in many different ways — depression, substance abuse, divorce or an inability to work.

THE CANADIAN PRESS



Many emergency responders across the country, including police officers and ambulance crews, are fighting for better treatment for post-traumatic stress disorder, or PTSD. ISTOCK

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Busy bees get in the way. Lauren Harper receives a stinging reception

Prime Minister Stephen Harper's wife probably would have preferred a taste of honey but ended up on the business end of a bee sting.

Lauren Harper was taking a look at a bee hive on the rooftop of Toronto's Royal York hotel Sunday, but she and the hotel chef got a bit close and were stung.

The beehive is part of the hotel's effort to provide in-house honey for its res-

Number of stings

There was no word on how many stings she received.

taurant and to help the environment by allowing bees to pollinate area gardens and parks.

Video footage on Toronto television station CP 24 appeared to show the chef getting the most attention from the bees.

Lauren Harper didn't appear at all fazed by the stinging rebuke handed out by the bees, and for good reason.

The Prime Minister's Office says she is very comfortable around bees as her father raised bees on the family farm.

THE CANADIAN PRESS



Lauren Harper
TORSTAR NEWS SERVICE

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Michele Nadeau, president of the Thérèse Casgrain Foundation, holds a replica of a stamp depicting her grandmother Thérèse Casgrain in Montreal, Friday, July 25. GRAHAM HUGHES/THE CANADIAN PRESS

Harper's vision: Less on feminists, more on wars

Thérèse Casgrain award mothballed.
First female leader of a political party

The Harper government has spent millions to commemorate the War of 1812 and other episodes from Canadian history, but has also erased at least one inspiring piece of the past.

Thérèse Casgrain, a feminist icon and Quebec heroine who died in 1981, has been quietly removed from a national honour, to be replaced by a volunteer award bearing the prime minister's banner.

The Thérèse Casgrain Volunteer Award was started in 1982 by the Liberal government of Pierre Trudeau.

It honoured Canadian activists such as June Callwood until it was eliminated — unannounced — by the Harper government in 2010.

An image of Casgrain and her namesake volunteer-award medal also disappeared from Canada's \$50 bank note in 2012, replaced by the image of an icebreaker on a new currency series.

An image of the so-called Famous Five women was removed from the same bank note.

"It was a very difficult thing for the family to see the award

disappear all of a sudden," Michele Nadeau, Casgrain's granddaughter, said in an interview. "It was a great disappointment."

Human Resources and Skills Development Canada, which had administered the Casgrain award, was instructed in 2010 to create a Prime Minister's Volunteer Award in its place, to be handed out in a ceremony each year presided over by Stephen Harper.

Casgrain fought for the right of Quebec women to vote, which they finally won in 1940. She also became the first female leader of a political party in Canada, heading the CCF in Quebec, and was appointed to the Senate in 1970 by Trudeau.

Pierre Nolet, a spokesman for Employment and Social Development Canada, says discussions took place with the Casgrain Foundation and it was decided that Human Resources and Skills Development Canada end the program.

Nadeau, however, says her family and the Montreal-based Thérèse Casgrain Foundation, which she heads, were not consulted.

The Casgrain Award was killed once before by the Progressive Conservative government of Brian Mulroney in 1990, but was revived in 2001 by the Chrétien Liberals.

THE CANADIAN PRESS

Cable snaps

Two hurt on Ohio amusement ride

An Ohio amusement park ride that swings riders up to 125 feet in the air has been closed indefinitely after a cable snapped, injuring two visitors.

Cedar Point spokesman Bryan Edwards says a cable on the Skyhawk ride disconnected at about 10 p.m. Saturday. One guest went to a

hospital for evaluation, while the other was treated at the scene.

It wasn't clear whether the two guests had been riding Skyhawk when they were injured or whether they were on the ground. Skyhawk has two giant arms that swing riders at speeds of up to 60 mph.

Edwards says Skyhawk will remain closed until an investigation into the cause of the accident is completed.

THE ASSOCIATED PRESS

Times Square

'Spider-Man' arrested for slugging cop

A man dressed as Spider-Man was arrested on charges he slugged a police officer who told him to stop harassing tourists in Times Square.

Junior Bishop, 25, of Brooklyn, was charged with assaulting an officer, resisting arrest and criminal mischief.

The New York Police Department said the officer assaulted Saturday — one of about 50 officers patrolling the bustling tourist area — stepped in after Bishop demanded at least \$5 from a woman he posed for a picture with, instead of the \$1 tip she offered.

Police said a costumed Bishop "put out his hand and told the woman 5s, 10s or 20s only." Police said the officer told him he could only accept tips. THE ASSOCIATED PRESS

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Israel, Hamas exchange fire during temporary truce time

Gaza crisis. Each side blaming the other for scuttling ceasefire efforts ahead of Muslim holiday marking end of Ramadan

Israel and Hamas launched new attacks Sunday in the raging Gaza war, despite each side offering different truces to temporarily halt nearly three weeks of fighting ahead of a major Muslim holiday.

After initially rejecting an Israeli offer Saturday for a 24-hour truce, Hamas said Sunday it agreed to hold fire ahead of the Eid al-Fitr holiday marking the end of the Muslim fasting month of Ramadan. But as Israel's Cabinet met to discuss the offer and the ongoing war, rockets



A Palestinian doctor treats three-day-old Shaymaa al-Sheikh Ali at Nasser Hospital in the Gaza Strip Sunday. The baby's mother, who was killed by shrapnel from an airstrike, posthumously gave birth by C-section. EVAD BABA/THE ASSOCIATED PRESS

rained down on southern Israel and Israeli strikes could be heard in Gaza.

Each side blamed the other

for scuttling the efforts.

Hamas said that "due to the lack of commitment" by Israel, it resumed its fire. Is-



Warrant Officer Rami Cahlon's brother cries over his grave during a funeral in Hadera, Israel, Sunday. Cahlon was injured during fighting in Gaza and died four days later. ODED BALILTY/THE ASSOCIATED PRESS

raeli Prime Minister Benjamin Netanyahu said that Hamas showed it could not be trusted after it violated other cease-

fire efforts.

"Israel is not obliged and is not going to let a terrorist organization decide when it's

convenient to fire at our cities, at our people, and when it's not," Netanyahu told Fox News Sunday.

International diplomats had hoped a temporary lull could be expanded into a more sustainable truce to end the bloodshed and UN chief Ban Ki-moon urged the sides on Sunday to accept a 24-hour break in fighting.

The 20-day war has killed more than 1,030 Palestinians, mainly civilians, according to Palestinian health officials. Israel has lost 43 soldiers, while two Israeli civilians and a Thai worker were killed by rocket and mortar attacks from Gaza.

Each side remains far apart on terms for a final ceasefire. Hamas has demanded that a crippling blockade of Gaza be lifted and Israel has asked that Gaza be demilitarized.

THE ASSOCIATED PRESS

Prisons

High-risk inmates to test electronic monitoring device

High-risk offenders in Ontario and Quebec are among inmates slated to take part in a federal prison service pilot project to test the effective-

ness of electronic monitoring devices.

Data will be collected for at least two years before a decision is taken on further use of the devices, to be worn by offenders completing sentences in the community.

Only medium- or high-risk with male offenders out on statutory release or subject to a long-term supervision order

will be eligible to take part in the pilot, says a September 2013 Correctional Service memo to regional deputy commissioners.

The Ontario and Quebec regions were selected because they have the largest number of high-risk offenders with special conditions imposed on their release, adds the memo.

THE CANADIAN PRESS

Broken bones, ear-nose-throat top residential school claims

The vast majority of claims filed by Indian residential school survivors seeking extra compensation for medical injuries are for hearing loss, respiratory illnesses and broken bones.

The Indian Residential Schools Adjudication Secretariat — an independent body which helps resolve long-standing claims that address specific abuse of survivors — says just over 1,000 medical assessments completed so far focus primarily on ear, nose and throat ailments, as well as broken bones.

Marie Wilson, commissioner for the Truth and Reconciliation Commission, said lasting injuries are not surprising, given the way residential school students were treated.

"We have had many, many people talk to us about the physicality of the punishment, which often was a cuff on the ear or being pulled by the ear or being dragged across the room by the ear," she said in an interview.

"People talked to us about hearing loss that came with being whacked at the side of the head. That seemed to have been something that happened on a very common basis at some of the institutions," she said.

"There were a number of

Proposals

A request for proposals put out by the secretariat says 60 per cent of the assessments involve the ears, nose and throat, while 21 per cent involve orthopedics. Secretariat spokesman Michael Tansey confirmed the figures, but said no one could comment further on the nature of the claims.

accounts of children being very severely physically treated, including sometimes being thrown downstairs or shoved downstairs."

About 150,000 First Nations, Inuit and Metis children were taken from their families and forced to attend the government schools over much of the last century to "take the Indian out of the child." The last school closed outside Regina in 1996.

The federal government formalized a \$1.9-billion compensation package for former residential school students that offers a base payment. Those who experienced sexual or physical abuse can pursue additional compensation through

the independent secretariat.

Unlike testimony given to the Truth and Reconciliation Commission, secretariat hearings are strictly confidential. An Ontario judge is mulling over whether that private testimony should be destroyed once a claim is paid out.

Many of the former students who testified before the commission talked about being exposed to the elements without proper clothing, which could explain some of the injuries, Wilson said. Some students had extreme frostbite, inflamed ears and bleeding from the ears as a result of their exposure, she said.

"Many children talked to us about being extremely cold, being underdressed, trying to get back into the school, the doors being locked and not being allowed back in until the designated recess or lunch time was over."

Because Canada has taken so long to address this part of its history, survivors with a claim are aging. There's now a debate over whether their medical condition is the result of a childhood injury received at a residential school or just part of aging, Wilson said.

THE CANADIAN PRESS

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Singin' the summertime blues 'bout the market



HOW TO ROLL
Alison Griffiths
metronews.ca

Oh those summertime blues! There's something about being halfway through the sunny season that makes us sag. All those warm weather projects you dreamed up in rainy April are on the shelf.

Here are four financial boo-hoos for July.

1. Employment

The jobless rate hit 7.1 per cent, putting us on par with the United States. However, our neighbours to the south saw a year-over-year decline of 1.4 per cent in the unemployment rate.

Worse, the student unemployment rate is 12 per cent, unhealthily high for all those hoping to finish post-secondary studies without a mammoth student debt.

Even worse, youth unemployment (for those under 25 and not in school) is stuck at 13.4 per cent.

That's bad news for parents hoping to use their basements for something other than storing their jobless offspring.

2. The economy

Growing at a snail's pace, in short. On an annualized basis, growth as defined by GDP (gross domestic product) in July was a meagre two per cent.

For the likes of you and me, that means continued

Just the stats

\$36

A basic, light-use cellphone plan cost \$31 in 2013 in Canada. Today's cost: \$36 (not including taxes, access fees, etc.).

Source: The Wall Report

high unemployment particularly among the under-35 crowd.

But as the economy slumps, prices do not. Inflation topped 2.4 per cent in July, again on an annualized basis. How unfair!

3. Interest rates

While some will cheer four years and counting with the prime rate firmly rooted at a historically low three per cent, I will play the Gloomy Gus.

Ultra-low rates are actually keeping first-time buyers out of the market as real estate prices nationally keep rising in most major markets.

Also, low rates are a killer for seniors and fixed-income investors. Desperate for income, many are turning to stocks and equity mutual funds to boost their returns. This is a terrible idea because such investments are far riskier.

4. Cellphone hit

Yay! Cellphone contracts are now capped at two years. Boo! In response, the wireless cabal is increasing basic rates.

I call that giving with one hand and taking with the other.

Jolly Green Grocer Giant

Loblaw celebrates 25 years of G.R.E.E.N

When Loblaw decided to start selling environment-friendly products 25 years ago, the word green had barely evolved from being a colour description.

The grocery giant was the first major Canadian retailer to showcase a line of green-branded products and wasn't completely con-

fident customers would be willing to pay more to save the planet.

Even the man spearheading the initiative, folksy pitchman Dave Nichol, wouldn't have considered himself a bona-fide tree-hugger.

"Dave used to ask me why I was wasting my bloody time ... trying to save the bloody planet," said Paul Uys, who worked with Nichol — who died last year at age 73 — to

launch President's Choice G.R.E.E.N in June 1989.

"But right from the get-go, he had believed that the market, therefore the consumer, was ready for a game change in terms of having the ability to make a difference."

Nathalie St-Pierre, with the Retail Council of Canada, said the appetite for eco-friendly products has grown in the last few decades, with consumers now demanding choices

that can lessen their impact on the earth.

"Consumers are concerned," said St-Pierre, the group's vice-president for sustainability in Quebec. "They want to buy green."

Consumers are also taking on a more holistic view about what it means to be green. For instance, some consumers see buying local or organic food and items with less packaging as another way to help the planet. **THE CANADIAN PRESS**



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WE'RE NOT TALKING TO YOU, HIPSTERS

So guess what the Make Something Edmonton (MSE) folks who have a vested financial interest in convincing us we have an image problem in need of fixing are telling us? You guessed it: We have an image problem. That's just a little too much like the fox telling you how best to guard your chickens.

According to MSE, people in Edmonton love their city. I would probably agree, but I also think many of us love this city in spite of what it is, not necessarily because of what it is.

MSE is also telling us that people from outside the city either have no feeling about the city or a negative perception of it.

Apparently, this is a "place branding" crisis that must be addressed. According to the MSE folks, who use a six-year-old survey to make their case, our image problem is keeping employers from finding the best people to come and work here. I'm not so sure about that.



URBAN COMPASS

Terence Harding

edmonton@metronews.ca

According to an Aon Hewitt survey published in Maclean's magazine in 2013, four of the 50 best employers in Canada are in Edmonton: ATB Financial, Canadian Western Bank, Clark Builders, PCL Constructors Inc. Employers that make this list do so by surveys of their employees asking about leadership excellence, management effectiveness, career development and recognition. Attracting and retaining employees is all about reputation management. Employers with good reputations are able to attract the best employees.

Cities with good reputations will also draw people and companies. If anything, we need to focus on telling our story to a specific target audience.

We are not going to be able to be a magnet for hipsters who are looking for cool. Vancouver, Toronto and Montreal have us beat on that. People who want warm weather and

If you tell it, they will come

We need to focus on telling our story to a specific target audience.

12-month-per-year golfing aren't going to be locating here, either. But we could compete for young families. They are not necessarily looking for a thriving club scene and great bars. They are looking for employment opportunities, good schools, daycare facilities, medical care, affordable housing, good rapid transit and a clean, well-run, safe city.

Those are areas in which we could compete and win. According to Statistics Canada, the median income in Edmonton in 2012 was \$96,000.

In Vancouver it was \$71,140. So you tell me: If you were looking to raise a family, would you choose a city where you would make less money per year, pay more income tax, pay more for gasoline, and pay a provincial sales tax?

LOOKS PEATY FUN



Stephen McDonagh takes part in the Irish Bog Snorkelling championship at Peatlands Park Sunday in Dungannon, Northern Ireland. Held on International Bog Day, the annual event sees male and female competitors swim the 60-metre length of the bog as scores of spectators watch.

ALL PHOTOS CHARLES MCQUILLAN/GETTY IMAGES

Get bogged down in the facts

In bog snorkelling, competitors complete two consecutive lengths of a water-filled trench, cut through a peat bog, in the shortest time possible. Competitors must wear snorkels and flippers, and complete the course without using conventional swimming strokes, relying on flipper power alone.

- The activity started in 1976 near Llanwrtyd Wells, Wales, U.K.

- It began as a result of an over-the-bar conversation in a bar between a few regulars.

- The World Bog Snorkelling Championship, first held in 1985, takes place annually every August Bank Holiday at the dense Waen Rhydd peat bog, near Llanwrtyd Wells in mid-Wales.

SOURCE: WIKIPEDIA

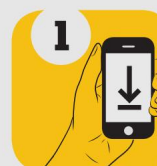
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The current world record holder in bog snorkelling, Dineka Maguire, set a time of 1 minute 23.13 seconds, at a speed of 4.75 kilometres an hour.

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MetroTube

If this ain't puppy love, it doesn't exist



**ANDREW
FIFIELD**
andrew.fifield@metronews.ca

Aside from rare talents such as Grumpy Cat or Maru, most of our pets don't really contribute much to the household aside from good looks, amusing antics and maximum love.

But that's cool, pets. We know the arrangement. You can't all be Grumpy Cat.

But you can be more like Casey the Schnauzer here, who loses her damned mind when owner Rebecca Ehalt returns home after a two-year absence. Actually, she sort of loses her body, as well. (Rebecca Ehalt/YouTube)



METRO PHOTO ILLUSTRATION

Analysis

What you missed at Comic-Con

1. The big surprise? No surprises.

This was the apparently the year of studios keeping things to themselves. No big casting revelations like Doctor Strange or Captain Marvel, no new comic book movie release dates announced. Marvel, DC and their respective studios showed the fans a good time, sure, but not necessarily their money's worth.

2. Wonder Woman

While it wasn't really a surprise, it was nice of Zack Snyder to unveil the first image of Gal Gadot as Wonder Woman in the upcoming Batman v. Superman: Dawn of Justice. And of course that immediately led to hours of debate online about whether the costume was the best thing ever or the worst thing ever.

3. Bring on Last of Us

OK, here's some big news: One of the most ambitious and most successful video games in recent years, the dystopian Last of Us, is making the jump to the big screen thanks to director Sam Raimi (Spider-Man, Drag Me to Hell).

4. TV takes over

This Comic-Con was pretty lacklustre as far as film was concerned compared to previous years, but the current Golden Age of Television — and legions of fans — made up for it, with packed houses for the likes of Game of Thrones, the Walking Dead and Hannibal. Who needs to go to the multiplex, anyway?

NED EHRBAR/MWN

Welcome to the best day party at Comic-Con

Wired Café. Metro sits down with Wired's publisher to learn what happens behind that velvet rope



NED EHRBAR
Metro World News in Hollywood

For six years running, Wired magazine has been giving media and entertainment professionals a respite from the insanity of Comic-Con with the Wired Café, an all-day lounge just removed enough from the Convention Center and packed with food, drink and gadgets galore. And in that time it's become one of the hotter tickets in town. We talked to Wired Publisher Howard Mittman about keeping the Café fresh.

Establishing yourself at Comic-Con

"We really thought long and hard about how to package and position ourselves here and whether or not we felt like we had the permission with our brand to be here and what we can contribute," Mittman says of the early days. "So noticing that everyone else was shouting over themselves at night, creating something of value and importance during the day to court those people who are all getting the exact same invitations after dark was a really nice way for us to stand out."

Giving the people what they want

"For us, the Wired Café has been an oasis in the middle of



Actor Pedro Pascal who plays Oberyn Martell on Game of Thrones, attends the WIRED Café at Comic Con in San Diego last week. GETTY IMAGES

Comic-Con for what I like to say is the Five Percenters — the five per cent of people here who aren't just fans but are the industry that propagates this, be it Hollywood or bloggers," he says. "I think a part of this experience is bringing just enough of what happens out-

side of our four walls in without allowing too much. I think also the level of exclusivity that it brings — intentionally putting a velvet rope up around it and making it so that it is some place where only those whom we've invited can come in — keeps it special and keeps

AUGMENTED REALITY

→ It was a dark season on Game of Thrones, but that didn't prevent the cast from flubbing some of their lines. Scan this photo with your Metro News app to see some season 4 bloopers!



→ See the full instructions on Metro's Voices page.

it something that has a bit of a gravitas above the traditional event here."

Establishing a reputation

"What we have seen over the last handful of years is that obviously as it gains in notoriety and gains in exposure and popularity, like anything it becomes easier to push out," Mittman says. "We've seen a huge shift, frankly, in the way that celebrities and more specifically their management teams and P.R. representatives are seeking us out to make sure they are on the list to be here, and that's a really nice change from six years ago when we launched it and we were trying to lure people."

Dealing with imitators

"Look, we didn't invent the party, right? We weren't the first people to throw a party during the day, but I think we were the first brand that has the ability to combine the sort of power and access of Hollywood and entertainment with the thought-leading ..."

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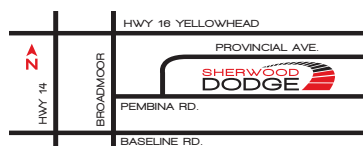
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Travelling from one likeable character to another, Hosseini poignantly charts a series of reprehensible events across the globe and down through family generations. A companion website, EchoProject.ca, matches the book's pages to interactive illustrations, videos, and maps made by fans that reveal the resonant themes of his story without feeling like a gimmick or taking away from its emotive spell.

Box office

Lucy leads movie weekend draw

Luc Besson's Lucy proved mind can overpower muscle, topping a remake of Hercules at the box office on the weekend. According to studio estimates Sunday, the movie starring Scarlett Johansson as an accidental psychokinetic took in \$44 million in North American movie theatres over the weekend.

THE ASSOCIATED PRESS

Less campy gore in store for Hemlock Grove Season 2

Layers peeled back.

Supernatural tropes give way to getting under the skin of series' vampire and werewolf

Netflix series Hemlock Grove is shying away in its second season from the campy lore it introduced in its first season but continues to deliver plenty of gore — as shows about werewolves and vampires tend to do.

Chunks of flesh and streams of blood won't surprise audiences familiar with Eli Roth's work — the Hostel series filmmaker brought the Brian McGreevy novel of the same name to life as a show last year. The quality of visual effects earned the series an Emmy nod for its first season, including those in the particularly horrific scene in the finale when, in a fit of rage, rich teenaged brat Roman Godfrey (Bill Skarsgard) tears off his mother Olivia's tongue with his teeth and spits the bloodied flesh out onto the floor beside her.

"I fast-forward through those parts," Famke Janssen, who plays the mysterious matriarch Olivia, said with a laugh during an interview at Toronto's Shangri-La Hotel.

Janssen, known for her roles in Nip/Tuck and as Jean Grey in the X-Men series, describes her character as not just manipulative, but "diabolical."

"Olivia is very unlike from anyone else I've played," said Janssen. "She's challenging



Bill Skarsgard, left, and Famke Janssen in a scene from Hemlock Grove. STEVE WILKIE/NETFLIX/HANDOUT/THE CANADIAN PRESS

in a way where you're giving emotions to a character where you never truly know whether she's putting them on to achieve something or if she really means it."

The show, shot in Toronto and set in a former Pennsylvania steel town, follows the grisly murders of teenage girls, which leads to an unlikely bromance between Roman and Peter Rumancek, the new kid in town who also happens to be a werewolf, played by Canadian Landon Liboiron. The pair teams up to find the creature perpetrating the crimes, a journey that

doesn't end well for any of the characters.

The trauma Olivia endures at the end of the first season is both physical and emotional — her teenage daughter Shelley has gone missing after being blamed for the murders, her close relationship with Roman is severed after she tells him he's a vampire, and his vicious response to this revelation leads to Olivia being hauled away in a body bag. Her rebirth in Season 2 is in the hands of the mad doctor Johann Pryce (Joel de la Fuente) at the ethically questionable Godfrey Institute for

Biomedical Technologies.

"She's not in the best shape that we've seen her in, but she has a way of crawling out of anything and everything — she's a survivor," said Janssen.

Her crippled state transforms her, evoking unfamiliar emotions in Olivia.

"I like the whole vulnerability aspect we brought to her this season because that's more who I am," said Janssen. "I am not an evil, manipulative character by nature so those are the parts that are a little bit more challenging but certainly fun."

After the first season an-

Now streaming

All 13 episodes of Season 2 of Hemlock Grove are now streaming on Netflix.

swers the question "What are you?" — which both the audience and Olivia's late husband ask in a flashback — the show takes a turn away from mythology.

"This season was about exfoliating the characters more, peeling back the layers of the onion to see what was underneath," said Charles (Chic) Eglee, the series' new showrunner.

Despite describing elements of the show as "horrific," Eglee said he doesn't classify Hemlock Grove as a horror show, adding he isn't familiar with horror or the tropes used in the genre.

This may prove to benefit the show since its first season received lukewarm critical reviews partly because of its reliance on tropes, including "serving up the predictable chorus line of pretty girls to be disembowelled for your viewing pleasure," as Los Angeles Times television critic Mary McNamara wrote.

This season's plot follows a string of murders made to look like accidents that Peter is determined to solve, trying to enlist Roman's help. Both are also entangled in family struggles — Peter is trying to get his mother Lynda (Lili Taylor) out of prison while Roman deals with his mother's attempts at reconciliation.

THE CANADIAN PRESS



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Enter the Slasher House for Avey Tare's psychedelic funhouse ride

Slasher Flicks. Animal Collective member works with different musicians to create spooky new sound

PAT
HEALY

Metro World News in New York City

Believe it or not, the man in the moustachioed mask pictured here may have made the most accessible music of his career. That's David Portner on the right, rising up in a pool of blood and wielding a knife. For the past 14 years he has been known to the world as Avey Tare, one fourth of Animal Collective, arguably indie rock's most experimental success story.

But with his new project, Avey Tare's Slasher Flicks, he has touched upon something closer to pop music than ever. Unlike Animal Collective's winding, wandering circular jams, the songs on Enter The Slasher House are concise structured little bursts of psychedelia. "Accessible, for me became almost like a dirty word," says Portner of his ex-

Ken Burns and Slasher Flicks

Portner says although the songs of Slasher Flicks do share a campy element with actual slasher flicks, that isn't necessarily the type of film that the band members were watching during downtime in the recording process.

- "We watched a lot more Ken Burns' Jazz, actually," says Portner.
- "But I watch a lot of horror films around the house — Angel and I live together — and I think I'm the biggest fan of that stuff more than they are."

perience in Animal Collective, which is still very much a going concern for him. "It seems weird to think about, especially if you're basing decisions on accessibility."

As ever though, he doesn't seem to have based his decisions on accessibility, as much as the accessibility is just a product of working with different musicians: Angel Deradoorian of Dirty Projectors and Jeremy

Hyman of the band Ponytail.

There is still enough weirdness with Avey Tare's Slasher Flicks that you're not likely to hear the band on the Top 40 (see aforementioned photo of the masked trio in a literal pool of blood). And the live performance involves a spooky montage of cartoons

and muppets projected onto a pile of skulls. So there's that.

"We're all into visual art," says Portner of himself and his fellow Slashers. "Once I start making a piece of music, the visual element is there and it will always be attached to whatever that music is for me."

Vine gold mine. Canuck teen parlays social video account into record deal

Six seconds isn't a long time, but Vine superstar Shawn Mendes made the time count when posting cover songs on the social media platform.

The teen singer, who hails from Pickering, Ont., says he would pick the hits he would cover — and the sections of the tracks — and post them on Vine

to showcase his talents and grab attention. "You'd think, 'I don't understand why the kid has so many followers because it's only six seconds. How are you supposed to know if he's any good at six seconds?' But there's an art behind getting people to be intrigued because you only have six ... seconds to impress people," he said.

Mendes, who will be 16 next month, secured a following on Vine, where he had 300,000 fans awaiting his posts. Record labels caught wind of his strong social-media presence. "Island Records was the first record label to ... acknowledge me," said Mendes, who signed with the label. "After that, quickly Republic Records, and then Atlantic Records, Sony Records and Warner Bros. It was all the labels at once. It was absolutely insane."

Mendes' stardom is translating to the pop charts: His single, the ballad Life of the Party, debuted at No. 24 on the Billboard Hot 100 earlier this month, selling an impressive 148,000 tracks. He has 2.8 followers on Vine and 1.3 million on Twitter. He will release his four-song, self-titled EP next week and will go on tour with Austin Mahone and Fifth Harmony in San Antonio.

Mendes began posting clips on Vine last year, starting with a cover of Justin Bieber's As Long as You Love Me. His manager, Andrew Gertler, discovered the singer after searching for covers of Say Something. "We knew the social following was there, but he had never sold a song before," Gertler said. "Coming to New York and seeing that girls were showing up to his hotel and seeing that these numbers online were translating to physical people was when we were kind of like, 'OK, this is getting serious.'"

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Animal Collective's Avey Tare, right, has a new project in Slasher Flicks.

CONTRIBUTED

Clip tease. Bieber flashes fans bits of new songs

Justin Bieber enticed fans on Wednesday by sharing several short clips from his recent time in the studio.

The Canadian pop star posted a total of 11 clips, seemingly from as many new songs, and captioned the first Cold Waters, presumably a track name.

In each of the seconds-long videos, Bieber simply focuses the camera on a studio soundboard and moves it to

the beat of the music.

The only other clue is a tweet from Bieber on the same day that read, "Great night in the studio."

The pop star has yet to reveal any details of a new album, which would be the followup to 2012 studio album Believe and to 2013's Journals, a compilation including tracks that were released as part of his Music Mondays campaign. AFP



Justin Bieber AFP

Quotable

"It was absolutely insane knowing that this many record labels were interested in me."

Shawn Mendes, Canadian Vine superstar
On singing a recording contract with Island Records



Pickering, Ont. singer Shawn Mendes will release his first EP next week. ASSOCIATED PRESS



Kristen Stewart ALL PHOTOS GETTY IMAGES

Director finalizes split from wife after Stewart affair

Two years after Rupert Sanders' affair with his Snow White and the Huntsman star, Kristen Stewart, the British director's marriage to model Liberty Ross is over. The pair finalized their divorce last week, citing irreconcilable differences, according to TMZ. Court docu-

ments show that Ross gets the couple's house in Los Angeles, two of their London homes, 15 per cent of any profits from any of Sanders' movies, half of all their liquid assets, \$300,000 a year in spousal support and joint custody of their children, Skyla, 10, and Tennyson, 8.



Charlize Theron

Theron's new gold ring hints at Penn engagement

Charlize Theron fuelled speculation that her whirlwind romance with Sean Penn will soon become legitimate when she stepped out wearing a telltale ring on her ring finger. Theron

flashed the sparkling piece of jewelry while passing through LAX airport recently, and E! News has identified it as an 18-karat yellow gold Anita Ko Leaf Ring that retails for \$4,900.

The Word

Pink puppy pic ends rumours of Miley's death

STARGAZING
Malene Arpe
scene@metronews.ca

Fans feared that Miley Cyrus had died after she failed to post anything on social media for three whole days. Fortunately, she finally resurfaced and posted a picture of a pink puppy wearing a hat made of feathers, eating a bag of weed while sticking its tongue out at old people.

This week in couples who are probably only in it for the publicity. 1) Ian Somerhalder and Nikki Reed are photographed canoodling at a farmers' market. 2) Sofia Vergara and Joe Manganiello are photographed strolling hand-in-hand. 3) Zac Efron is seen leaving Michelle Rodriguez's house in the morning with an overnight bag and a skateboard. 4) Wait. What did they use

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES



the skateboard for? We may have to re-categorize the relationship as "possibly real."

Brody Jenner says he didn't go to step-sister Kim Kardashian's wedding because he doesn't know Kanye West "at all." As excuses go, it's somewhat better than, "I accidentally got stuck in a lot of rhubarb," but not as good

as, "I was kidnapped by a duo of utterly incompetent female criminals and forced to dance for pennies in an unpopulated area."

Brad Pitt and Angelina Jolie's first film together since Mr. & Mrs. Smith will be called By The Sea. It's the tale of a fisherman and his wife who are so hot and into each other that they forget to fish and die of hunger.

Things we don't want to hear any more about. 1) The super-creepy Trivago guy. 2) Sandra Bullock starring in a biopic about Brownie Wise, the creator of the Tupperware party. 3) Adam Levine's wedding. 4) Prince George and that stupid butterfly. 5) How Beatle George Harrison's memorial Los Angeles tree was eaten by ... wait for it ... beetles.

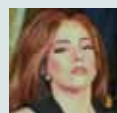


Chris Martin

Gwyneth, Chris Martin still in love

Chris Martin is really terrible at this whole splitting up with your wife thing. The Coldplay frontman caved during a recent interview and talked about his separation from Gwyneth Paltrow, and he couldn't stop himself from being really nice. "The thing we told everyone at the beginning of the year is true. We are very close. We are not together. But we're, you know, that's the truth and that's it. You know, there's a lot of love. No scandal, I'm afraid. I wish I could give you scandal." Me, too, Chris.

Twitter



@ladygaga

All I want is vintage designer and frenchies. Is there a place I can go for help? A hospital perhaps?



@MarlonWayans

I don't regret ... I just rejoice.



@mindykaling

I should be a detective, I always find out about everything.

Mushrooms are good, chemicals are bad

Susan Sarandon got candid about her feelings on drug use during an interview with the Daily Beast: "I'm not new to the idea of mushrooms," she admits. "I don't really like chemical things, really. Timothy Leary was a friend of mine, so that acid was nice and pure, but I'm not really looking for chemicals, and I don't like to feel speedy. But I've done Ayahuasca and I've done mushrooms and things like that. But I like those drugs in the outdoors."



Susan Sarandon

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Stop spending, start saving

Stash that cash, now.

The sooner you start saving, the easier it is to grow your nest egg



GAIL VAZ-OXLAIDE
Gail blogs daily at gailvazoxlaide.com

Folks always think they're going to have plenty of time to save ... later. There are so many other demands, from student loans still dogging our steps to mortgages recently acquired. It's easy to push savings to the back burner. But when you ask 40- and 50-year-olds what they would have done differently with their money, they say, "I would have started saving earlier."

We love to pay lip service to how important it is to save. And we all know that getting our debt paid off should be a priority. So why do we delay taking steps to making savings and debt repayment happen? Perhaps it's because we haven't made the things we say are important into things urgent enough to do something about.

If you start saving in your early 20s, you need only put away about six per cent of your take-home pay to end up with enough to maintain the lifestyle you enjoyed before you retired. Wait until you're in your 30s to start and you must stash 10 per cent. Procrastinate until you're in your 40s and you'll have to sock away 18 per cent of your after-tax income to have what you'll need.

So would you rather save six per cent of your cash flow over your working life or have to come up with 18 per cent



Tucking away those dollars now will pay off big-time down the road. ISTOCK

just as your kids are heading into university?

Saving doesn't mean ignoring your debt. If you're carrying a balance on your credit card or line of credit, getting it paid off must be a priority. But, as long as you are "not saving," you will find it too easy to continue not saving. Creating an automatic savings program with as little as \$25 a month will put momentum on your side. It also puts time on your side so you won't have to take as much out of your cash flow to have what you need later.

If you let spending get in the way of savings and debt repayment, you'll get to the end wondering where all the money went. Paying down your debt or ramping up your savings may not be as sexy

as a sunny vacation, but the benefits will last longer. And it doesn't take a lot to make a big difference. Add an extra \$100 to your monthly payment on your \$250,000 30-year mortgage at 4.5 per cent and you'll knock almost \$33,000 off your interest costs over the life of your mortgage. You'll also get to mortgage-free four years faster.

People come up with all kinds of excuses for delaying their debt repayment or not setting aside any money for the future. Usually it's because we just don't want to stop doing what we're doing. From the small expenses like that smartphone's data plan, to buying \$5 cups of coffee or dropping the odd \$40 on take-out, we find it far easier to keep doing what we've always

done. In the moment, consumption feels more urgent than the need to save or pay down debt.

Your spending habits are all distractions from savings and debt repayment.

Eliminate a bad habit or three, forgo an indulgence, eliminate a bill or cut an essential cost back and you'll have some money to throw at your debt. Round up, accelerate, prepay and you'll be able to say, "I'm mortgage free" that much sooner.

Choosing to prioritize mortgage repayment or paying off that line of credit over consumption of something new, sparkly or luscious can feel like settling for salad when you're in a gourmet restaurant. But being disciplined enough to put your financial

Get serious!

If you're serious about savings and debt repayment, here's what you'll do:

1. Set a goal. Decide how much you want to have saved and by when. Or create a debt repayment plan with an end-date for your debt. Write it down and post it on your fridge, on your office wall and on your bathroom mirror.
2. Go over your spending and decide what you're going to stop spending money on so you have the money to save or pay down the debt.
3. Do it.
4. Track your success and reward yourself for each milestone you hit.

security above your need to scratch your consumption itch is what being responsible is all about.

The last thing you want to do is head into retirement still owing money. Mortgage pay-down and saving for the future won't be sexy unless we make them sexy.

Calculate what you're saving in both interest and time by getting to mortgage-free faster and post it where you can remind yourself of your goal. Track what you're accumulating in savings as you go and you'll have the satisfaction of knowing you're ready to retire because you can see the results of your hard work.

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UPS Promotes Diversity



Sun-dried tomatoes liven up burgers

Miniature Sun-dried Tomato Burgers with Goat Cheese.

This dish proves that good things come in small packages



ROSE REISMAN

For more, visit rosereisman.com or follow her on twitter @rosereisman

There are endless possibilities for adding zest to your summer grilling when you make your own burgers. Sun-dried tomatoes, for example, give burgers a unique flavour.

I like to buy sun-dried tomatoes in bulk and keep them in the freezer. To rehydrate them, I either soak them in hot water for 15 minutes or cover them with water and microwave on high for one minute.

For a less carb-laden burger, skip the bun. Just make smaller burgers and garnish them with a dollop of goat cheese and chopped sun-dried tomatoes.

FLASH FOOD



From your fridge to your table in 30 minutes or less

Nutritional information

Per serving: 280 calories, 8 carbohydrates, 1.3 g fibre, 28 g protein, 15 g total fat, 6 g saturated fat, 140 mg cholesterol, 450 mg sodium.

Ingredients

Burgers

- 1 lb extra lean ground beef
- 1/4 cup dry seasoned bread crumbs
- 1/4 cup chopped rehydrated sun-dried tomatoes
- 3 tbsp barbecue sauce or ketchup
- 1 egg
- 2 tsp minced garlic
- 1 tsp dried basil
- 1/2 tsp dried oregano

Sauce

- 3 tbsp barbecue sauce
- 2 tsp light mayonnaise

Garnish

- 3 tbsp crumbled goat cheese
- 1/4 cup finely diced sun-dried tomatoes
- 8 slices tomato

Directions

1. To make burgers: In bowl, combine all burger ingredients. Form into 8 smaller patties. On a grill sprayed with cooking spray, cook patties on one side over medium heat for 5 minutes. Turn and cook 3 to 5 minutes longer



TOTAL TIME ABOUT 20 MINUTES

This recipe serves four. ROSE REISMAN

or until cooked through. (Alternatively, bake in preheated 450 F oven for 10 minutes or until cooked through, turning once.)

2. To make sauce: In a small bowl, mix sauce ingredients.

3. Place a slice of tomato on large serving plate. Place one

burger on tomato and garnish with sauce and top with goat cheese and sun-dried tomatoes. Repeat with the remaining burgers.



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Reinvent traditional hummus with black olives



This recipe makes 1 1/2 cups. ROSE REISMAN

Homemade hummus and chips are the perfect pairing.

This hummus recipe is not only delicious and healthy, it's also a fantastic snack for summer. Using black olives makes it a great twist on the traditional dip. You can also try green pitted olives.

Serve the hummus with homemade tortilla crackers. These are easily made by cutting two flour tortillas into 8 wedges each.

Place the cut tortillas on a baking sheet, spray them with vegetable oil and sprinkle with two tablespoons of grated Parmesan cheese, and

salt and pepper.

Bake your homemade tortillas at 350 F for 10 to 12 minutes or just until crisp.

1. Add the chickpeas, tahini, water, oil, lemon juice, garlic and chili paste to the bowl of

a food processor.

2. Purée the mixture until it is smooth. Add the olives and, combined and garnish with the basil.

THE BEST OF ROSE REISMAN (WHITE-CAP BOOKS) BY ROSE REISMAN

Ingredients

- 1 cup canned chickpeas, drained and rinsed
- 1/4 cup tahini (sesame seed paste)
- 3 tbsp water
- 2 tbsp olive oil

- 2 tbsp lemon juice
- 1 tsp crushed garlic
- 1/2 tsp chili paste
- 1/3 cup finely diced black olives
- 2 tbsp chopped basil or parsley for garnish

My job brings me joy

Canadians content with careers. Most employees don't care about titles and promotions as much as bonuses and salary, Capital One survey finds

Most Canadian workers really like their jobs, and they're proud to say so.

According to a new Capital One survey, Canadians are very satisfied employees indeed — so much so that 69 per cent say they are not only proud to work for their current employer but enjoy telling people what they do for a living and would like to stick around for few years.

Recruiters take note, though: nearly three-quarters (72 per cent) of workers say that given the choice, they would stay with their current employer for at least two or three more years, reveals the report released Thursday.

The results refute the belief that Millennials, those aged 18 to 34, lack commitment and prefer frequent job-hopping, with two-thirds of younger Canadians saying they would be more than happy to stay put for the next three years, noted Jenny Winter, who heads human resources at Capital One.

Ditching the desk

- The top three things employers do to make workers consider quitting their job include bad workplace morale at 18 per cent, constantly increasing workload without financial reward at 17 per cent and not feeling appreciated at 13 per cent.



Employees of today value a workplace that makes them feel involved and important. ISTOCK

Here to stay

"Millennials are clearly looking for stability and have a strong desire to stay in their jobs."

Jenny Winter
Head of human resources at Capital One

"It's interesting and validating," said Winter, whose firm employs a substantial number of young workers.

"With the job market looking increasingly unstable and the high Baby Boomer population struggling with job security, Millennials are clearly looking for stability and have a strong desire to stay in their jobs," said Winter.

After being named one of the 50 best large workplaces in Canada this year by the Great Place to Work Institute, Capital One wanted to get a better sense of what Canadians value in an employer in order to attract and maintain top talent in the competitive financial services sector, Winter explained.

The survey of 1,500 people

across the country found that titles are overrated. Only one in 10 people surveyed put a promotion at the top of their wish list, while regular bonuses and annual pay increases were number one with 37 per cent of respondents.

While compensation is a top priority for employees, the study found that more than half of Canadians (51 per cent) believe work/life balance is more important than money. Forty-four per cent cited flexible working hours and the ability to work remotely as one of the top three things employers can do to increase job satisfaction.

Personal and professional development were also revealed as motivators, with 41 per cent saying they prefer opportunities to take courses and attend conferences related to their professional development to increase job satisfaction.

Twenty-four per cent also said that mentoring from senior staff is most likely to keep them content at work.

TORSTAR NEWS SERVICE

Analysis

What's right for you or what's right in front of you?



LESSONS FROM THE DESERT
Stéfán Danis
life@metronews.ca

The severe market crash in October 2008 changed my life. I started running to regain my health, both emotional and physical. Shortly after I took my first steps, I ran the Gobi March in China in June '09, followed by the Atacama Crossing in Chile in '10 and the Sahara Race in Egypt in '11. In this post, I share a lesson learned from my experience running deserts.

When facing adversity with fear omnipresent, most of us will invariably choose the option of least resistance. We'll choose whatever's in front of our eyes without



Remember that the right option for you might not be the most obvious. ISTOCK

questioning what's right for us.

After running the Gobi and the Atacama, I signed up for the Sahara Race along with eight other local executives to raise money for a charity. None had ever run an ultra-marathon before, let alone a multi-day

one. Consequently, I was the de-facto "coach." My brief to the group was daunting but simple: Build up to running long distances, but cross-train and stretch in equal measure.

Not unlike my own struggles when I prepared for my first race, they, too, fell into the trap. So worried about having a strong enough running base to complete the Sahara, they focused on doing just that: running. A lot! Despite knowing it would be best to vary the training and do what was best for their bodies, they kept on running, each time adding the strain of running's repetitive motion which ultimately led to fatigue and injuries.

Most of us just can't help ourselves. When under stress, if the little voice inside us is screaming to stop and think, it may just be time to listen. If not, we perpetuate doing what's right in front of us as opposed to what's right for us.

STÉFÁN DANIS IS THE CEO OF NEXCAREER AND MANDRAKE, AND THE AUTHOR OF GOBI RUNNER.

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Climbing up the corporate ladder

Get ahead without bumping heads.

Author, economist and entrepreneur Sylvia Ann Hewlett gives tips on getting to the top

LAKSHMI
GANDHI

Metro World News

There are certain pieces of advice that almost every young entry-level worker gets used to hearing: Look professional at all times, speak confidently, be authoritative.

What's less clear is how a young worker can actually develop these skills.

In Sylvia Ann Hewlett's new book, *Executive Presence: The Missing Link Between Merit and Success*, the economist and founder of the Center for Talent Innovation guides readers through how they can appear more confident and



Find people in the office who are already on their way up the ladder, and take notes on their behaviour. ISTOCK

successful in the workplace.

"If you are the most junior person on the team,

you have to prove that you have the right to be there," Hewlett says.

Read on for some pointers from Hewlett for workers who are looking to learn how they can get ahead.

Communication is key

Regardless of what field you are in, the ability to present your thoughts clearly is essential. "It's learning how to be concise," she says. "Make sure that you are contributing something that is fresh and new."

Watch your tone

Your voice can give away a lack of experience or indicate anxiety.

"The clarity and pitch of your voice is important," she says. Hewlett recommends practising keeping your voice level and cutting down on "up talk," which is when speakers raise their voices at the end of a sentence.

Practise, practise, practise

The key to learning how to speak confidently is repeti-

tion, says Hewlett. A good idea is to record yourself speaking as you would at a team meeting. "You can get a friend and practise together," Hewlett says. "Practise how you can boil down your thoughts in a concise way."

Don't look at your notes

One of the keys to appearing knowledgeable is to be able to speak without relying on things like PowerPoint and notes. "I'm not saying never use notes," says Hewlett. "But use [PowerPoint] sparingly. Be prepared to make your points without reading them. Tell stories. Make eye contact."

Be present

Leave your smartphone behind when attending meetings to avoid the temptation of looking at it. "Team leaders hate it when people show up and seem distracted," she says. "To appear focused and to appear available is half the battle."

The key to ABC

Is persistence always the way to learn a new language?

Research conducted by neuroscientists at the Massachusetts Institute of Technology (MIT) suggests that persistence might not be the answer to learning a new language, depending on what exactly you're hoping to learn.

Inspired by the well-known ease of language learning for children, researchers concluded that adults' more highly developed cognitive skills actually hinder their efforts to pick up a new language and that therefore, concentrated effort might not always be the answer.

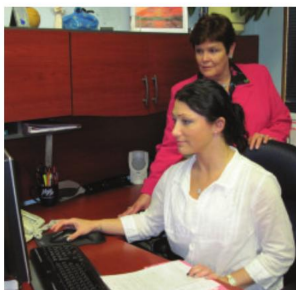
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Michael Strahan

Hall of fame career started with humble objective

Michael Strahan had one objective in mind when he was selected by the New York Giants in the second round of the 1993 NFL draft out of Texas Southern.

"My goal when I first started was just to make a little money so I didn't have to move back to my parents' house," he says. "I didn't want to disappoint my parents. So that was my goal, to kind of just make my

parents proud, make them happy, play as hard and just do the best I could do."

The best he could do was pretty good: Strahan will



Michael Strahan
GETTY IMAGES

be inducted into the Pro Football Hall of Fame on Saturday night.

The co-host of the "Live! With Kelly and Michael" morning show retired from football with 141 1/2 sacks and a Super Bowl championship under his belt.

THE ASSOCIATED PRESS

NASCAR

Gordon wins fifth Brickyard 400

With a tinge of grey hair at his temples, his hat on backward and his two young children by his side, Jeff Gordon celebrated as if he was 23 years old again.

Gordon won a NASCAR-record fifth Brickyard 400 on Sunday, eight days before his 43rd birthday and on the weekend Indianapolis Motor Speedway celebrated the 20th anniversary of his first Brickyard victory.

THE ASSOCIATED PRESS

Tennis

Isner powers his way to a successful title defence

Top-seeded John Isner overpowered Dudi Sela on Sunday to successfully defend his Atlanta Open title, blowing serve after serve in a 6-3, 6-4 victory.

Serving for the match, Isner fell behind 0-30 before ripping three straight aces for the win as Sela watched almost helplessly. Isner finished with 15 aces to Sela's two.

THE ASSOCIATED PRESS

Joining an elite club



"Baseball is a game of life. It's not perfect, but it feels like it is."

Joe Torre, who was enshrined into the baseball hall of fame in Cooperstown, N.Y., on Sunday along with former slugger Frank Thomas, pitchers Tom Glavine and Greg Maddux, and managers Bobby Cox and Tony La Russa.

Furyk can't shake off Clark

Canadian Open.

South African golfer's final-round surge earns him his second PGA Tour win, cool \$1M

When Jim Furyk's charge to a third RBC Canadian Open title stalled in the final round, Tim Clark decided to go for it.

The 38-year-old South African, whose wife is Canadian, fired five birdies on the back nine to overtake Furyk on the 15th hole and hold on to win the tournament at Royal Montreal on Sunday.

Clark shot a 5-under-par 65 to finish at 17-under-par 263 and claim his second career PGA Tour victory and the US \$1.026-million winner's prize.

"It looked like Jim wasn't going to make any mistakes," said Clark, who had moved into contention with a 64 on Saturday. "He was pretty solid, so I knew I had to make birdies."

AUGMENTED REALITY

→ Scan the image with the Metro News app for a gallery of Sunday's final round of the Canadian Open.



→ See the full instructions on Metro's Voices page.

"At that point, there was nothing to lose. Suddenly I got hot and I went with it."

It was another frustrating defeat for Furyk, who has now lost seven tournaments in a row in which he led after 54 holes.

He went into the final round with a three-stroke cushion but never found traction. He shot 69 to come second at 16-under 264.

Graham DeLaet was the top Canadian, finishing at 10-under 270. THE CANADIAN PRESS



Tim Clark, right, is congratulated by Jim Furyk for winning the Canadian Open golf championship on Sunday in Montreal. PAUL CHIASSON/THE CANADIAN PRESS

MLB. Blue Jays break Bronx curse to pull ahead of Yankees in standings

Dioner Navarro hit a go-ahead single with two outs in the ninth inning, and the Toronto Blue Jays rallied after wasting three leads to beat the New York Yankees 5-4 Sunday for their first series win in the Bronx in nearly two years.

After snapping a 17-game skid at Yankee Stadium on Saturday, Toronto did not relent in the humidity. Jose Bautista reached on a fielder's choice against David Robertson (1-3) in the ninth, stole second without a throw and

Next stop: Fenway Park

Next for the Blue Jays is a trip to Boston to face the Red Sox. R.A. Dickey (8-10) will start Monday.

scored on Navarro's liner to centre field.

With the win, the Blue Jays left town with a one-game lead over the Yankees for the second AL wild card.

THE ASSOCIATED PRESS

Commonwealth Games

Canada earns pair of bronze medals

Canada picked up a bronze in the pool and another on the cycling track on Sunday at the Commonwealth Games.

Victoria's Hilary Caldwell finished third in the women's 200-metre backstroke, while Quebec City's Remi Pelletier-Roy did the same in the men's 20-kilometre scratch race.

That brings Canada's overall medal haul at the Games to 18 — seven gold, three silver and eight bronze.

THE CANADIAN PRESS

Cycling. 'Flag-bearer of anti-doping' crowned Tour de France champion

Vincenzo Nibali won the Tour de France on Sunday, becoming the first Italian in 16 years to triumph in cycling's greatest race by chiselling a lead over his main rivals a few seconds at a time and dominating them in the mountains.

The 29-year-old Sicilian, who during the race called himself "a flag-bearer of anti-doping", finished in a bunch behind Marcel Kittel, who won the 21st stage in a sprint finish. THE ASSOCIATED PRESS



Vincenzo Nibali won the Tour de France on Sunday. PETER DEJONG/THE ASSOCIATED PRESS

4 SPORTS

Gordon makes history at the Brickyard. Again.

Fifth win. Another 'Jeff Gordon Day' exactly 20 years to the day of his first victory at Indy

With a tinge of grey hair at his temples, his hat on backward and his two young children by his side, Jeff Gordon celebrated as if he was 23 years old again.

Gordon won a NASCAR-record fifth Brickyard 400 on Sunday, eight days before his 43rd birthday and on the weekend Indianapolis Motor Speedway celebrated the 20th anniversary of his first Brickyard victory.

Gordon's first win came before the celebratory kissing of the Yard of Bricks was en vogue, before he became a household name, while Sprint Cup Series rookies Kyle Larson and Austin Dillon were still in diapers. Now a family man with an aching back, Gordon



Jeff Gordon drives through Turn 1 during practice for the Brickyard 400 in Indianapolis on Saturday. DARRON CUMMINGS/THE ASSOCIATED PRESS

used Sunday to show he's still at the top of his game.

"If you can do it here, you can do it anywhere," said Gordon, who has led the Sprint Cup Series standings for 13 of the last 14 weeks. "It's certainly

going to be a huge confidence boost for this team. We recognize the significance of this.

"I don't know if we believed we were capable of winning this championship this year. We do now."

To prove it to himself, to his Hendrick Motorsports team and to his ardent fan base, Gordon needed a vintage close to Sunday's race.

Hendrick teammate Kasey Kahne led a race-high 70 laps and seemed only to be racing against his gas tank when a late caution put the race back into Gordon's hands.

Gordon shifted into fourth gear and surged past Kahne on the outside, and Gordon kicked it into cruise control as he sailed away for the win.

"I think we both knew that was for the win," Gordon said of Kahne.

The win came on the 20th-anniversary celebration of Gordon's win in the inaugural Brickyard 400, and on "Jeff Gordon Day" as declared by the Mayor of Indianapolis. The win moved Gordon into a tie with Michael Schumacher, whose five Formula One victories at Indy had been the gold standard. **THE ASSOCIATED PRESS**

EPL

Liverpool signs Croatia's Lovren

Liverpool has made defender Dejan Lovren its third signing from Southampton in the summer transfer window.

The Croatia international follows midfielder Adam Lallana and Rickie Lambert into Anfield.

Contract details weren't provided.

THE ASSOCIATED PRESS

F1

Ricciardo wins his second in thrilling Hungarian GP

Daniel Ricciardo of Red Bull overtook Ferrari's Fernando Alonso near the end of the race to win a thrilling Hungarian Grand Prix on Sunday for his second Formula One victory of the season and his career.

Lewis Hamilton was third. **THE ASSOCIATED PRESS**

NBA

Lakers say Byron Scott not yet their new coach

The Los Angeles Lakers have waited nearly three months to hire a new coach, and they're apparently making Byron Scott wait a few more days.

Scott said this weekend he's got the job, but the club says no deal has been reached.

THE ASSOCIATED PRESS

NBA

LeBron to wear No. 23 in return to Cleveland

LeBron James announced he will go back to wearing jersey No. 23 in his return to Cleveland over Twitter.

He wore No. 6 in four seasons with Miami and the U.S. Olympic team. He used No. 23 in high school and seven seasons in Cleveland.

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AUGMENTED REALITY

Stuck on 12 Across?
Scan this image with your Metro News app for today's crossword and Sudoku answers. It's OK. No one's watching.



→ See the full instructions on Metro's Voices page.

Horoscopes by Sally Brompton

♈ Aries

March 21 - April 20

Yes, your life is in a bit of a rut but you're not the sort to sit there and cry about it. Over the next few days you will get the chance to make some major changes, so start thinking now.

♉ Taurus

April 21 - May 21

Today's cosmic activity means you will need to spell everything out in simple language. If you leave even the smallest room for doubt then lines will get crossed.

♊ Gemini

May 22 - June 21

There is no point trying to make sense of what's going on. The more you try to analyze the situation the more complicated it will look, so leave well alone.

♋ Cancer

June 22 - July 23

If you don't make an effort to slow down, you could end up crashing into an obstacle that has no give at all. Even a Cancerian needs to accept that they are not immune to failure.

♌ Leo

July 24 - Aug. 23

Treat people fairly this week, even if they don't deserve it. Just because they have broken the rules does not mean you must do likewise.

♍ Virgo

Aug. 24 - Sept. 23

What you are being offered may seem generous but is it really that good? The planets indicate that you should actually hold out for more.

♎ Libra

Sept. 24 - Oct. 23

If what you are working on refuses to conform to your expectations maybe you should draw a line under it and go back to basics. Also, accept that it doesn't help in any way to set such difficult targets.

♏ Scorpio

Oct. 24 - Nov. 22

Stop worrying what others might think about you. You are who you are for a good cosmic reason. No one has a right to suggest you be something else.

♐ Sagittarius

Nov. 23 - Dec. 21

Don't just go by what others tell you. Get out into the world and experience it for yourself. You may discover that a lot of what you were told was nonsense.

♑ Capricorn

Dec. 22 - Jan. 20

What you hear today may not thrill you, but neither is as bad as some people are trying to make out, so don't overreact. A negative thought can easily become self-fulfilling prophecy.

♒ Aquarius

Jan. 21 - Feb. 19

Yes, you are still heading in the right direction. No, your life does not need a major rethink. Focus on putting one foot in front of the other this week and you'll move closer to your goal.

♓ Pisces

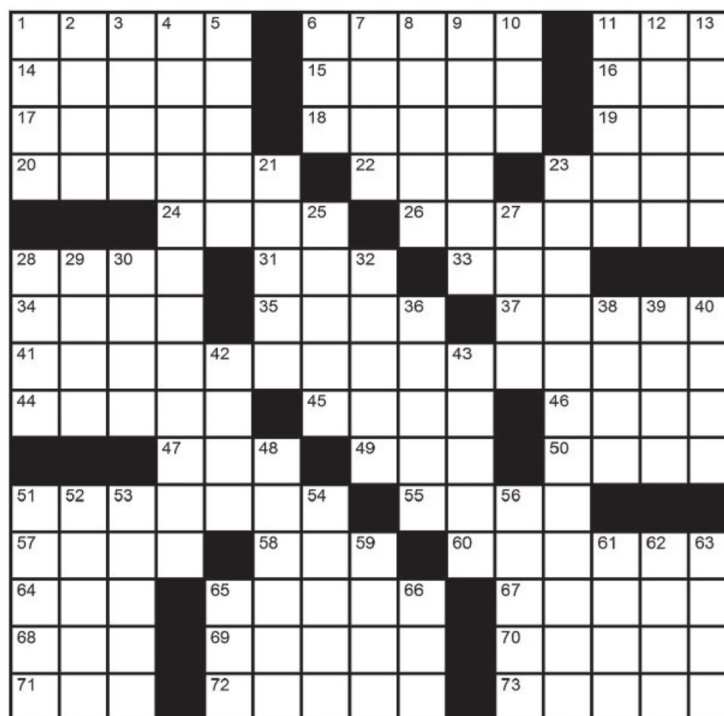
Feb. 20 - March 20

Career issues seem to be taking up a lot of your energy but you know from past experience it will all come right in the end.

Crossword: Canada Across and Down by Kelly Ann Buchanan

Across

1. Capt. Kirk colleague
6. 'Ds' of CDs, variantly
11. Il
14. React to trying icky-tasting food: 2 wds.
15. Fancy neckwear
16. Dadaist Jean
17. New Orleans-set HBO series
18. "___ Harry" (1971)
19. Blind Melon costume
20. Felt
22. Litigate
23. Rime
24. Keats tributes
26. ___ Bubble Gum
28. Someone from Helsinki's country
31. Central
33. Mr. Neill
34. From the start again
35. Margarine
37. Jared ___ (Ben Chertier's portrayer on Bravo police drama "19-2")
41. QOR: Reserve regiment of Canada, founded 1860 (See #65-Across for more): 3 wds.
44. Flare
45. ___ date
46. Treadmills music video band: 2 wds.
47. Authorize
49. Tibetan ox
50. Actor Stephen's
51. Sparkly stuff



55. "Shoop" by Salt-n-___
57. One-of-some for mascara
58. Picture-taker, briefly
60. Green ___ (Dragonfly found in Canada)
64. Rosemary Clooney's "Come ___"

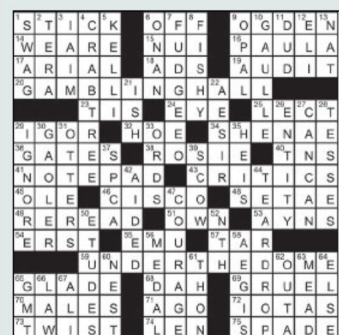
- My House"
65. Colonel-in-___ (What Prince Charles' wife Camilla is for #41-Across)
67. Writer Charles' bookish surname
68. Lamb's laugh
69. Cringe
70. Debated dispute

71. As written
72. Like net-work
73. Pile
- Down**
1. Drill instructors [abbr.]
2. Canadian actress Jessica
3. Moulding style
4. Glasgow, Scotland:

- Team Canada is currently partaking in The ___ Games
5. Weak-___
6. Sitcom, "Major ___"
7. Egyptian Myth: Daughter of Geb
8. Tidy thoroughly
9. Elias ___, Montreal-born actor

10. Swine spot
11. Verboten
12. ___ havoc
13. Marx Brothers movie, "A Night at the ___" (1935)
21. Band's audition tapes
23. Spirit of the West song that begins "You'll have to excuse me...": 4 wds.
25. Fodder holders
27. "Draw the Line" Canadian songstress Ms. Ibrahim
28. Helpful website sections, commonly
29. ___ to one's ears
30. Portraitist, Alice ___
32. Disney duck
36. Available for pouring: 2 wds.
38. Ms. Sommer
39. Sonic the Hedgehog company
40. Bears: Spanish
42. Nikita's negative
43. Did some gardening
48. Electronics whiz
51. Dollops
52. Hawaiian island
53. Hanson member
54. Pours
56. Joni Mitchell's "Free Man in ___"
59. ___ Engr.
61. Moon-landing org.
62. Schooling [abbr.]
63. Stench
65. Valley, in Wales
66. Comic actress Tina

Friday's Crossword



Online

See today's answers at metronews.ca/answers



Sudoku

How to play

Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

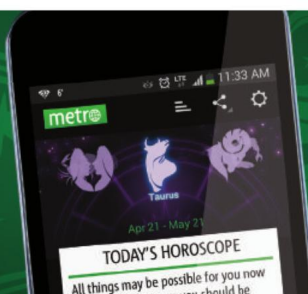
Friday's Sudoku

5	4	3	8	6	2	9	7	1
9	6	2	5	7	1	4	3	8
7	8	1	9	4	3	6	2	5
4	3	9	7	2	8	5	1	6
2	7	6	1	5	4	3	8	9
1	5	8	3	9	6	7	4	2
6	1	5	2	3	7	8	9	4
8	9	7	4	1	5	2	6	3
3	2	4	6	8	9	1	5	7

	9		5	8	1			
			3					6
	5							9
9							6	4
	2	3	1		4	9	5	
4	6							3
6							8	
5					7			
			9	1	6		2	

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